

SIKKIM



GOVERNMENT

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**GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES
GANGTOK**

No. M(14)/136/GEN/DOP

Dated: 26/11/2018

NOTIFICATION

Whereas by Notification No.; M(14)/135/GEN/DOP, dated 22/11/2018 issued in supersession of Notification No. M(14)/45/GEN/DOP-Pt.-III, dated 20/11/2014, the Governor of Sikkim is hereby pleased to provide modified Model 100 Point Roster for implementation of reservation quota in all direct recruit appointments for citizens of the State belonging to Bhutia-Lepcha, Scheduled Castes, Other Backward Classes-Central List, Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society. This Scheme of reservation in job is vertical reservation;

And whereas the Governor of Sikkim has further been pleased to provide horizontal reservation of 33% in all direct recruitment for women, 4% horizontal reservation for persons with disabilities, 3% for Ex-servicemen, 5% for Sports Persons and Artisans of Excellence, 5% for Below Poverty Line families of this State and 2% for Paramilitary forces and Assam Rifles;

And whereas reservation for Bhutia-Lepcha, Scheduled Castes, Other Backward Classes-Central List, Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society is called Vertical reservation and the reservation for categories such as Women, Persons with Disabilities, Ex-servicemen, Sports Persons and Artisans of Excellence, Below Poverty Line families, Paramilitary forces and Assam Rifles is called Horizontal reservation (which is also called interlocking reservation) and the persons appointed to such categories have to be placed in the appropriate category;

Now, therefore, the Governor of Sikkim hereby fixes the following roster points for implementation of 33% reservation for women, 4% reservation for Persons with Disabilities, 3% reservation for Ex-servicemen, 5% for Sports persons and Artisans of Excellence, 5% for Below Poverty Line families of this State and 2% for Paramilitary forces and Assam Rifles in jobs in each category as follows, namely:-

1. **Women.**

- (i) Bhutia-Lepcha (Women)
Roster Points: 10, 19, 33, 48, 58, 73, 83, 98 = 8 points.
- (ii) ST (Women)
Roster Points: 22, 37, 65, 82 = 4 points.
- (iii) SC (Women)
Roster Points: 26, 81 = 2 points.
- (iv) OBC-CL (Women)
Roster Points: 16, 24, 34, 44, 59, 69, 84, 94 = 8 points.
- (v) OBC-SL (Women)
Roster Points: 12, 21, 35, 50, 64, 80, 90, 100 = 8 points.
- (vi) PT (Women)
Roster Points: 56, 91 = 2 points.
- (vii) MBC-SL (Women)
Roster Point: 86 = 1 point

2. **Below Poverty Line (BPL).**

- (i) Bhutia-Lepcha (BPL)
Roster Point: 53 = 1 point.
- (ii) ST (BPL)
Roster Point: 77 = 1 point.
- (iii) SC (BPL)
Roster Point: 66 = 1 point.
- (iv) OBC-CL (BPL)
Roster Point: 54 = 1 point.
- (v) OBC-SL (BPL)
Roster Point: 60 = 1 point.

3. If sufficient numbers of eligible women candidates are not available to the extent of 33%, the unfilled vacancies shall be filled up by male candidates belonging to the same reserved category. Similarly, if sufficient number of Below Poverty Line candidates are also not available to the extent of 5%, the unfilled vacancies shall be filled by candidates belonging to the same reserved category;

Provided that it shall not prevent the women and Below Poverty Line candidates from competing and for being considered against the direct recruitment vacancies on the basis of merit.

4. **Persons with Disabilities (PWD) – 4% (four percent) reservations for Persons with Disabilities as under;-**

- | | |
|---|----|
| (i) <i>Blind and Low Vision</i> | 1% |
| (ii) <i>Deaf and Hard Hearing</i> | 1% |
| (iii) <i>Locomotor Disability including Cerebral Palsy, Leprosy cured, dwarfism, acid attack victims and muscular dystrophy</i> | 1% |
| (iv) <i>Autism, intellectual disability, specific learning disability and mental illness</i> | 1% |
| (v) <i>Multiple disabilities from amongst persons under clause (i) to (iv) including deaf-blindness</i> | 1% |

Note: Guidelines for 4% (four percent) reservations for Persons with Disabilities will be issued separately.

Ex-Servicemen (ESM)

- (i) **Reservation:** 3% (three percent) of the vacancies shall be reserved for Ex-servicemen in all direct recruitment only.
- (ii) **Placement in the reservation roster:** Ex-servicemen so appointed will be adjusted in the reservation roster of BL/ST/SC/OBC-CL/OBC-SL/PT/MBC-SL/WSS General Category to which he/she belongs. For example, if the candidates belong to BL, adjustment will be against the point reserved for BL.

Sports Persons and Artisans of Excellence (SPAЕ)

- (i) **Reservation:** 5% (five percent) of the vacancies shall be reserved for Sports Persons and Artisans of Excellence (herein after referred to as SPAЕ) in all direct recruitment only.
- (ii) **Placement in the reservation roster:** Sports Persons Artisans of Excellence so appointed will be adjusted in the reservation roster of BL/ST/SC/OBC-CL/OBC-SL/PT/MBC-SL/WSS General Category to which he/she belongs. For example, if the candidates belong to BL, adjustment shall be against the point reserved for BL.

Paramilitary Forces and Assam Rifles (PFAR)

- (i) **Reservation:** 2% (two percent) of the vacancies shall be reserved for Paramilitary Forces and Assam Rifles (hereinafter referred to as PFAR) in all direct recruitment only.
- (ii) **Placement in the reservation roster:** Paramilitary Forces and Assam Rifles so appointed will be adjusted in the reservation roster of BL/ST/SC/OBC-CL/OBC-SL/PT/MBC-SL/WSS General Category to which he/she belongs. For example, if the candidates belong to BL, adjustment shall be against the point reserved for BL.

In the case of Ex-servicemen, Sports Persons and Artisans of Excellence and Paramilitary forces and Assam Rifles, if no suitable person of the category is available, it may be filled by interchange among BL/ST/OBC-CL/OBC-SL/SC/PT/MBC-SL/WSS. For example, if the post reserved is for BL candidate and if BL candidate is not available, the same may be filled up by another category, Ex-servicemen, Sports Persons and Artisans of Excellence as the case may be and the post for BL (Ex-servicemen, Sports Persons and Artisans of Excellence and Paramilitary forces and Assam Rifles as the case may be) shall be adjusted in future recruitment.

There will be no carrying forward of roster points reserved for Ex-servicemen, SPAЕ and PFAR. If sufficient number of eligible Ex-servicemen, SPAЕ and PFAR candidates are not available even after interexchange among BL/ST/OBC-CL/OBC-SL/SC/PT/MBC-SL/WSS, the unfilled vacancies shall be filled up by candidates belonging to the same reserved category.

Reservation for Ex-servicemen, SPAЕ and PFAR shall be computed on the basis of total number of vacancies occurring in all Group 'C' and 'D' posts as the case may be under the State Government.

The Department of Personnel shall maintain separate 100 point reservation Roster Register for the purpose of determining/ effecting reservations for Ex-servicemen, SPAЕ and

PFAR. Separate Roster Model for Ex-servicemen, SPAE and PFAR as per Annexure I, II and III respectively is annexed herewith.

11. Application for the post shall require the candidates applying under the quota reserved for them to indicate the category to which they belong and submit relevant certificate issued by the authorized officer.

12. All direct recruitment appointment roster shall be maintained by the Sikkim Public Service Commission, Department of Personnel and respective departments for Group 'B', 'C' and 'D' posts respectively.

13. All vacancies to be filled up by direct recruitment shall be advertised for open competition indicating number(s) of posts reserved for each category or unreserved after clearance from the Department of Personnel for ensuring proper implementation of Roster System.

14. Departments/ Public Sector Undertakings shall indicate the name of the posts, scale, number of vacancies, educational and technical qualifications required for the post and examination syllabus prescribed for written test. The SPSC shall advertise for Group 'B' posts and any other post to which the SPSC are entrusted from time to time. The respective departments shall advertise the posts (outside the organized Service) other than those to be filled up through SPSC which are under their control. The concerned DPC/Selection Committee as constituted under Notification No: 65/GEN/Est. Dated: 19/06/1981 as amended from time to time shall submit its recommendation to the Head of the Department concerned duly indicating the names of candidates recommended with due regard to the number of posts reserved under various categories and the Head of the Department shall process proposals for appointment for final approval through the Department of Personnel to Chief Secretary, Minister and Chief Minister.

15. In the case of Group 'C' and 'D' posts of organized service, the concerned Selection Committee shall submit its recommendation duly keeping in view the number of posts reserved for each category of candidates similarly through the Head of the Department to the Department of Personnel, Chief Secretary, Minister and Chief Minister.

16. Departmental Promotion Committee shall first of all prepare a combined merit list of candidates on the basis of the written examination and/or interview showing their marks obtained and then prepare separate merit list of BL candidates, ST candidates, SC candidates, OBC-CL candidates, OBC-SL candidates, PT candidates, MBC-SL candidates and WSS candidates.

17. After determining the number of reserved vacancies on the basis of the roster, the names of the selected candidates both general as well as those belonging to reserved category shall be arranged in the order of their inter-se-merit in the following format:-

Merit List.	Name of Candidate.	Roster Point.	Category.
01.	02.	03.	04.

18. The reserved category candidates who are selected on their own merits without relaxed standards alongwith the candidate of other communities shall be allocated the Roster Point corresponding to the unreserved vacancy. The reserved vacancies shall be filled up separately from amongst the eligible reserved category candidates who are lower in merit than the last candidate on the merit list but found suitable for appointment.

19. The proposal for direct recruitment appointment vis-a-vis vacancies from all departments have to be scrutinized first in the Department of Personnel to check the application of Roster Points and to apply these Roster Points and record them in Department of Personnel Master Roster Register. Departments shall also maintain their own Roster Register for recording vacancies before sending to Department of Personnel for the aforementioned purpose duly indicating the Roster Point to begin with and to correct them as per the list approved by Department of Personnel. In order to check whether the Roster Points are being properly observed or not, the Departments shall send a final list of candidates for approval to Government through the Department of Personnel, Administrative Reforms, Training and Public Grievances.

20. The Selection Committee for PSUs shall be as provided under Notification No: 65/GEN/Est Dated: 19/06/1981 for Departments.

21. Every appointing authority shall maintain Register of direct recruitment/ appointments of Bhutia-Lepcha, Scheduled Tribes, Scheduled Castes, Other Backward Classes-Central List , Other Backward Classes-State List, Scheduled Tribes, Primitive Tribe, Most Backward Classes-State List and Weaker Sections of the Society as per the Roster and submit Annual Statement to the Department of Personnel, Administrative Reforms, Training and Public Grievances.

Format for maintaining the Register of appointments by the individual department is enclosed at Annexure 'IV'.

By order and in the name of the Governor.

**Tenzing Gelek, IAS
COMMISSIONER-CUM-SECRETARY
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES**